

ATTITUDE TOWARDS FEMALE MANAGERS: A STUDY ON BANK EMPLOYEES

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ABSTRACT

The present study attempts to examine the attitude of bank employees towards female managers. Female managers are generally considered stereotyped as being less competent and efficient as male managers. They are not considered fit for challenging and responsible positions. Employees generally prefer male managers as compared to female managers. This study aims to investigate this biased attitude towards female managers. Despite having achieved educational and professional feats, female managers do not get respect and recognition as their male counterparts get. In the presented study, 100 bank employees working in nationalized banks participated as subjects. Amongst the participants, 50 were male and 50 were female. In this sample, 56 employees had male managers at their workplace and 44 had female managers. A measuring scale 'WAMS' was used to investigate the attitude towards female managers. Results revealed a negative attitude towards female managers in male and female employees. Male employees had a significantly more negative attitude towards female managers. But work experience was found to be a significant variable for affecting the attitude. Those participants who worked under female managers had a significantly lesser negative attitude towards female managers than those employees who worked under male managers. The experience was found to be a significant variable affecting employee's attitude toward their female managers. These findings suggest that much have to be done for achieving gender equality in the organizations. The government organizations should do serious efforts to remove the gender biases against women leaders. Findings have been discussed with references to the role congruity theory and stereotype theory.

KEYWORDS: *Stereotype, Role Congruity Theory, Work-Life Balance, Gender Bias, Glass Ceiling, Competence*